



EARLY LEARNING POLICY FELLOW

Title: Early Learning Policy Fellow

Program area: Policy

Reports to: Policy Director

Workplace: Hybrid; Seattle office 2 days a week. Remote for rest of week. Our office is located in the Intl. District of Seattle. Vehicle is not necessary.

BACKGROUND

OneAmerica was established in 2001 by U.S. Representative Pramila Jayapal and has since grown to become a locally and nationally recognized leader in advancing immigrant, civil, and human rights. We utilize grassroots organizing, policy advocacy, and civic/electoral engagement to promote justice in three areas: immigration, education and early learning, and democracy. Our family of organizations consists of OneAmerica (501(c)3), OneAmerica Votes (501(c)4), and OneAmerica Votes Justice Fund (PAC).

SUMMARY

OneAmerica is seeking an Early Learning Policy Fellow to support and implement the organization's newly expanded state-based early childhood advocacy agenda. The Early Learning Policy Fellow will play a key role in OneAmerica's mission by building the organization's expertise and influence to identify, analyze, advocate for, and win equitable policies rooted in racial equity for all children in Washington state. Working in close collaboration with members of the early childhood campaign team, the Early Learning Policy Fellow will effectively translate priorities from OneAmerica's base of leaders as part of co-leading the early learning campaign team to ensure that these are reflected in policy solutions. This position will work at the intersection of immigration and early childhood policy.

The ideal candidate will be a highly motivated and relationship-forward professional who is excited to build relationships and implement policy at the intersection of organizing and coalition work. Leading with a strong racial equity and power analysis, this person will bring a disciplined and creative spirit to the work, centering relationships while also learning accountability of elected and public officials. **This position is based out of our Seattle office. While there will be requirements for in-person participation, we will continue to monitor COVID-19 cases and provide remote options whenever possible.**

The Early Learning Policy Fellow will report to the Policy Director and will be responsible for supporting and running OneAmerica's Early Childhood policy priorities among elected officials, public agency leadership, grassroots leaders and other partner agencies. Working in close collaboration with the Education Coalition Manager, Early Learning Organizer and OneAmerica's Early Childhood fellows and Fellowship Manager, the Early Learning Policy Fellow will effectively translate priorities from OneAmerica's base of leaders as part of co-leading the early learning campaign team to ensure that these are reflected in policy solutions. This position will work at the intersection of immigration and early childhood policy.

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Policy and Organizing Areas of Focus:

Early childhood education and care with a focus on: Language access, dual language, multilingual providers and parents, and bringing a racial justice lens to all policies and systems. This position also includes participation in coalition work both at the state and federal level.

RESPONSIBILITIES

Supporting OneAmerica's Early Childhood Policy Agenda (50%)

- Help develop OneAmerica's Early Childhood legislative work, merging and aligning the interests of the organization's base of leaders, Early Childhood fellows, coalition members, and other partners
- Initiate meetings and represent OneAmerica's Early Childhood Policy interests among coalition partners, agency representatives, and legislative staff and members in Washington state
- Build, track, and advance OneAmerica's progress toward specific policy goals – simultaneously driving both short and long-term priority issues
- Build deep, authentic, and meaningful relationships with legislators, allied lobbyists, and public agency staff that engenders trust and honest communication, supporting the possibility of co-developed solutions and enhanced accountability to OneAmerica's base

Organizing Integration and Team Collaboration (20%)

- Work in close partnership with the Policy Director and other key staff to manage the integration of policy priorities with OneAmerica's organizing strategy and campaigns

- Facilitate and provide support for emerging leaders to testify, participate in events, and advocate on key issue areas with support from the Communications team
- Provide relevant policy support and training on policy processes and legislation to base communities, fellows, and coalition members

Research, Analysis, and Bill Tracking (15%)

- Effectively manage and communicate progress on key legislation to OneAmerica staff and members, engaging leaders in opportunities to deepen their understanding of policy processes
- Work with legislative and agency staff to develop strong content understanding and historical context on key issues to inform policy strategy and methodology
- Efficiently research potential policy approaches used in different geographic or political contexts; Build capacity for OneAmerica to advance creative and innovative policy solutions

Public Speaking and Community Relations (10%)

- Testify before the legislature on key advocacy issues, representing OneAmerica's position and interests
- Periodically provide reflections for media or other public outlets on key legislation or issues

QUALIFICATIONS & ATTRIBUTES

OneAmerica is seeking candidates who are both relationship builders and policy wonks. Individuals who have a deep love for policy and an ability to quickly develop early childhood content expertise and centering the voices of those most impacted in policy would thrive in this role. While no one candidate will embody all the qualifications below, our ideal candidate would bring:

- Motivated to help in the crafting, advancing, and passing significant policy agendas and legislative victories
- A “can-do” spirit of self-motivation, resilience, and relentless optimism
- Emotional maturity in navigating and resolving tension in political dynamics; an ability to hold and nurture the value of relationships regardless of shared beliefs/perspectives
- A capacity to be planful and detail-oriented while also being willing and able to quickly pivot when political/policy windows become available
- Strong written and verbal communication, active listening, and relationship-building skills
- An ability to strategically prioritize communication and action within a fast-paced and evolving environment while effectively engaging others in sharing the work
- Willingness to accommodate community-based scheduling needs such as evening and weekend meetings
- Bilingual or multilingual assets and capacity

- **Candidates will be required to show proof of being fully vaccinated against COVID-19 upon commencing employment. Reasonable accommodations will be considered on a case-by-case basis for exemptions to this requirement in accordance with applicable law.**

OneAmerica is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.